

RETURN to an Order of the Honourable The House of Commons,  
dated 6 July 1871;—*for*,

COPY "of MINUTES of the PROCEEDINGS of the NATIONAL BOARD OF EDUCATION (IRELAND), within the last Three Months, respecting any change in the present relation of Managers and Teachers of NATIONAL SCHOOLS."

Education Office,  
Dublin, 11 July 1871.

JAMES KELLY,  
WM. H. NEWELL, } Secretaries.

EXTRACTS from Minutes of the Proceedings of the National Board of Education.

Board, Tuesday, 4 April 1871.

PRESENT:

Right Hon. Sir M. Brady, Bart.  
Right Hon. Judge Morris,

Rev. C. L. Morell.  
Right Hon. A. Macdonnell.

W. H. Newell, Esq., LL.D., Secretary.

THE Right Honourable Judge Morris gives notice that on the 25th April he will move "that the managerial system requires improvement, and with that view that the modification in the relation between manager and teacher, recommended by the Primary Education Report be considered, and, if approved of, be adopted."

Board, Tuesday, 25 April 1871.

PRESENT:

The Marquis of Kildare.  
James Gibson, Esq., Q.C.  
Right Hon. M. Longfield.  
Right Hon. Lord Chancellor (Lord O'Hagan).  
Right Hon. Chief Justice Monahan.  
Right Hon. Judge Lawson.

John Lentaigue, Esq.  
John O'Hagan, Esq., Q.C.  
James W. Muriand, Esq.  
Right Hon. Judge Morris.  
Rev. C. L. Morell.  
Rev. J. H. Jellett, F.R.C.D.  
Right Hon. A. Macdonnell.

W. H. Newell, Esq., LL.D., Secretary.

THE Commissioners postpone to next Board the consideration of Judge Morris's motion, "that the managerial system requires improvement, and with that view that the modification in the relation between manager and teacher recommended by the Primary Education Report be considered, and, if approved, be adopted."

Board, Tuesday, 2 May 1871.

PRESENT:

Rev. Dr. Henry,  
James Gibson, Esq., Q.C.  
Right Hon. M. Longfield.  
John Lentaigne, Esq.

James W. Murland, Esq.  
John O'Hagan, Esq., Q.C.  
Right Hon. A. Macdonnell.

W. H. Newell, Esq., LL.D., Secretary.

IN the absence of Judge Morris, the Commissioners again postpone the consideration of his motion, "that the managerial system requires improvement, and with that view that the modification in the relation between manager and teacher, recommended by the Primary Education Report be considered, and, if approved of, be adopted."

Board, Tuesday, 23 May 1871.

PRESENT:

James Gibson, Esq., Q.C.  
Right Hon. the Lord Chan-  
cellor (Lord O'Hagan).  
John Lentaigne, Esq.  
James W. Murland, Esq.

Right Hon. Judge Morris.  
Rev. C. L. Morell.  
Rev. J. H. Jellett, F.R.C.D.  
Right Hon. A. Macdonnell.

W. H. Newell, Esq., LL.D., Secretary.

PURSUANT to notice given on the 4th ultimo, Mr. Justice Morris proposes that the managerial system requires improvement, and with that view that the modification in the relation between manager and teacher recommended by the Primary Education Report be adopted.

Mr. Jellett seconds this proposition.

Lord O'Hagan, Lord Chancellor, moves, as an amendment, that having regard to the evidence at present affecting the question raised by the resolution of Mr. Justice Morris, and to the small attendance of the Commissioners, the Board does not consider itself in a position to accept the resolution.

On a division the amendment was carried by 5 to 3; viz.:

*For the Amendment.*—Lord O'Hagan, Rev. Mr. Morell, Mr. Lentaigne, Mr. Murland, and Mr. Macdonnell.

*Against the Amendment.*—Mr. Justice Morris, Mr. Gibson, and Rev. Mr. Jellett.

Mr. Justice Morris gives notice, that as his motion was negatived in consequence of the small attendance, he will again move, on Tuesday, the 6th June 1871, that "the managerial system requires improvement, and with that view that the modification in the relation between manager and teacher recommended by the Primary Education Report be considered, and (if approved of) be adopted."

See Appendix.

Read letter, No. 4181-71, from Mr. Robert M. Chamney, editor of the "Irish Teachers' Journal," placing before the Board the views which the teachers entertain in regard as to what is known as the "Managerial grievance," mentioning the means of redress which would at once remove all ground for dissatisfaction under that head, and urging the importance of dealing with the question at an early date.

Ordered, that Mr. Chamney be informed that his letter has been laid before the Commissioners at their meeting this day.

Board, Tuesday, 6th June 1871.

PRESENT:

L. Waldron, Esq., D.L.  
 Rev. Dr. Henry.  
 James Gibson, Esq., Q.C.  
 Right Hon. M. Longfield.  
 Right Hon. Lord O'Hagan  
 (Lord Chancellor).  
 Right Hon. Judge Lawson.

John Lentsaigne, Esq.  
 Right Hon. Judge Fitzgerald.  
 Right Hon. Judge Morris.  
 Rev. C. L. Morell.  
 Rev. J. H. Jellett, F.T.C.D.  
 Right Hon. A. Macdonnell.

W. H. Newell, Esq., LL.D., Secretary.

PURSUANT to notice given on 23rd ultimo, Mr. Justice Morris moves that the recommendation of the Primary Education Commissioners, in substance, submitted by Mr. Keenan, Chief of Inspection, for the approval of the Commissioners of National Education, with reference to the relation between managers and teachers be carried out.

Mr. Walden seconds this motion.

Mr. Justice Fitzgerald moves as an amendment that it is not opportune to consider this question at present.

*For the Amendment.*—Lord O'Hagan (Lord Chancellor), Judge Longfield, Dr. Henry, Mr. Lentsaigne, Mr. Macdonnell, and Judge Fitzgerald.

*Against the Amendment.*—Judge Lawson, Judge Morris, Mr. Morell, Mr. Gibson, Mr. Jellett, and Mr. Waldron.

On a division, the numbers being equal, the amendment was lost.

The secretary present then put Judge Morris's motion, which was also lost, as the same members voted as before.

Mr. Justice Fitzgerald, Dr. Henry, Mr. Lentsaigne, and Lord O'Hagan wish to have it put on record that they voted against the motion on the ground of its inopportuneess.

Judge Longfield on this ground, and because he is not prepared to consider the question until the teachers' salaries are increased.

Mr. Macdonnell voted without having any assigned reason recorded.

Board, Tuesday, 4th July 1871.

PRESENT:

Rev. Dr. Henry.  
 Marquis of Kildare.  
 Right Hon. M. Longfield.  
 Chief Justice Mosahan.  
 Right Hon. Judge Lawson.

John Lentsaigne, Esq.  
 Right Hon. Judge Fitzgerald.  
 James W. Murland, Esq.  
 Right Hon. A. Macdonnell.

W. H. Newell, Esq., LL.D., Secretary.

READ letter, No. 90, from P. J. Keenan, Esq., Chief of Inspection, stating that he understands that the Minutes of the Proceedings of the Board on the Managerial question are to be presented to Parliament, and requesting that as his name (under a misapprehension of his opinions) is mentioned in the resolution on the subject, certain remarks which he appends may be added to the Return to the House of Commons.

Judge Longfield moves that Mr. Keenan's paper be put on the Minutes of this day's Proceedings.—Agreed to unanimously.

## MR. KEENAN'S PAPER.

I HAVE over and over again, whenever the opportunity presented itself, stated that I am entirely opposed, under existing arrangements, to any change in the relation between managers and teachers. The Lord Chancellor, Mr. McDonnell, and other Commissioners, who are well acquainted with my views, have, I believe, stated this to the Board when the resolution was under consideration.

Even under the provisions of the plan which I have recommended, involving—

- (a) Payment, in part, by results;
- (b) Local taxation in aid of public education;
- (c) A scheme of pensions;
- (d) A doubling, on the average, of the salaries of the teachers;

I have thought it advisable to recommend that the *present principle of management shall not be altered*, whilst suggesting, as a necessary incident to my proposal, that at the time of the appointment a regular contract, on a form to be supplied by the Board, should be entered into between manager and teacher, the contract providing that a three months' notice of dismissal by the manager, or of resignation by the teacher, should be given.

As an illustration of the necessity of such a recommendation under a system of payment by results, I may cite the case of a manager wishing to remove a teacher, who had spent, say seven months of the year in his school. How could the value of the results of the teacher's instruction be gauged unless due notice were given to the inspector? And, viewing an inspector's engagements, how would it be possible to suppose that in less than two or three months he could respond to the invitation to examine the school? Unless, therefore, in extreme cases, when it would be proper to remove a teacher summarily, a contingency for which I have also provided, the proposal of a three months' notice, or of some notice, is, under the proposed system of payments, an inevitable necessity.

But it is only in association with the new propositions, which thus render a system of "notice" indispensable, that I would venture to attempt any modification of the existing relations between managers and teachers.

## APPENDIX.

(4181-71.)

## "IRISH TEACHERS' JOURNAL."

18, Lower Ormond Quay, Dublin.

2 May 1871.

My Lords and Gentlemen,

It having come to my knowledge that you are about to engage in the discussion of a question involving the legal and constitutional rights of the national teachers of Ireland, and usually termed "the managerial grievance," I take the liberty, as one enjoying the confidence of that numerous body, to put your Honourable Board in possession of the views actually entertained by the teachers upon this question, as distinguished from those imputed to them by persons ill-informed respecting their opinions.

The teachers ask not for the slightest diminution of the rights hitherto properly held by their patrons. But they submit that, inasmuch as many cases have occurred, from time to time, in which teachers, who have rendered their schools profitable to themselves and valuable to the public, have been arbitrarily and capriciously removed, either to provide a desirable situation for a favoured individual, or for some other cause equally illegitimate and unjust, it is most desirable, both in point of justice to the well-conducted and pains-taking teacher, as well as to the interests of the children, their parents, and the public at large, that the exact relationship between manager and teacher shall be for the future defined by a written contract, sanctioned by your Honourable Board, that will protect a teacher of this class from abrupt dismissal during good behaviour.

I assume there can be no possible cause justifying immediate dismissal, of which the Commissioners may be kept unaware; and therefore in all cases where a teacher is dismissed, and is ignorant of any sufficient cause to render his eviction justifiable, it seems fitting that the patron be required to state to your Honourable Board his reasons for such dismissal, so that same may be judged by your Board, and that the teachers may know that

that they have a means of redress that will be put in operation by your Board in all cases obviously calling for its exercise.

I apprehend that the mere existence of this means of redress (exercised by the aid of your inspectorships, or otherwise) would at once and for ever put an end to the class of grievances to which I refer, inasmuch as the fact of an appeal being open would prove a sufficient check against the mal-exercise of the absolute power. In conclusion, I respectfully urge your Honourable Board to deal at once with this matter, seeing that the present defenceless position of the teachers engenders a stated dissatisfaction of a very wide-spread character; and that its postponement will, by rendering that condition chronic, detract more or less from the efficiency of the teaching body, who regard this grievance as only of secondary importance to the improvement of their salaries.

I have, &c.  
(signed) *Robert M. Clonney*,  
Editor, "Irish Teachers' Journal."

The Commissioners of National Education.

NATIONAL BOARD OF EDUCATION  
(IRELAND)

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*COPY of Minutes of the Proceedings of the  
National Board of Education (Ireland)  
within the last Three Months, respecting any  
change in the present relation of Managers and  
Teachers of National Schools.*

*(See Appendix B, page 10.)*

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*Ordered by The Board of Governors to be Printed  
on July 1871*

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